

11 MAY 1977

MEMORANDUM FOR: Executive Advisory Group Members  
SUBJECT : Minutes of the 10 May 1977 Meeting of the Executive  
Advisory Group

1. The Executive Advisory Group (EAG) met on 10 May 1977 to discuss three personnel management issues.
2. The first two issues, the Agency's single-grade promotion policy and its overtime policy, were raised in a memorandum by the Director of Personnel (EAG 12/j), following a review of administrative differences in handling CIA and DIA imagery analysts at NPIC. Summarizing his recommendations, Mr. Janney urged that the Agency as a whole return to a two-grade-at-a-time policy for promoting professionals from grade GS-07 to GS-11, which would be in accord with the standard practice of other agencies. With respect to overtime, he recommended reconsideration of the policy by which CIA restricts overtime compensation for personnel in grades GS-12 and above to payment only after the first eight hours of overtime. At Mr. Blake's suggestion, Mr. Knoche asked the Office of Personnel and the Comptroller to perform an analysis of the financial implications of these proposed policy changes. With this information, the EAG would re-examine the two issues at the first EAG meeting in June.
3. The third topic was a paper by the Comptroller (EAG 12/i), which recommended that the Agency employ a consultant to study our personnel management system and make suggestions for its improvement. Mr. Janney commented that the system was in fact improving steadily and cited the several initiatives which have been undertaken in recent months with the benefit of EAG guidance. The EAG agreed to re-examine the recommendation at a later date, in view of the many related actions which are pending.

STATINTL

Acting Secretary  
Executive Advisory Group

cc: ✓ Mr. Janney